

**Bryan County invites  
applications for the  
position of**

**DIRECTOR OF FIRE  
AND EMERGENCY  
SERVICES**



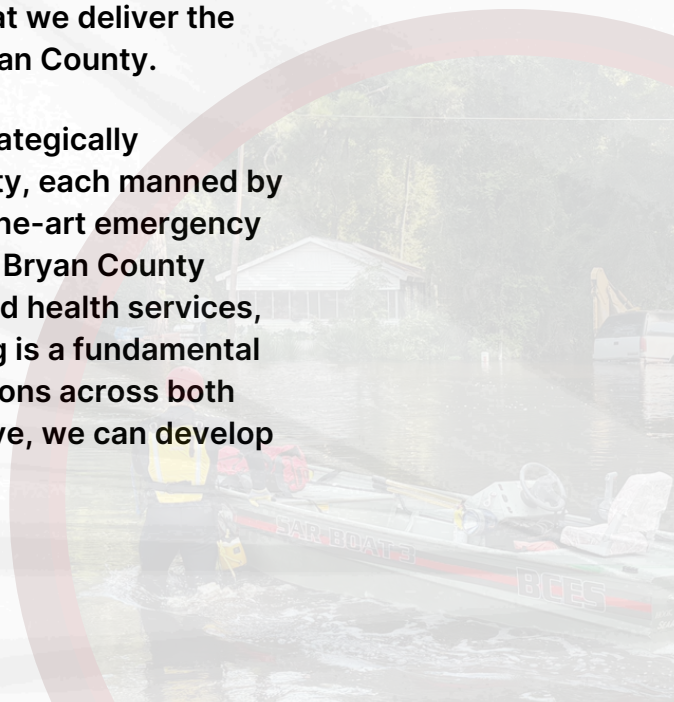
# Bryan County Overview

Bryan County is one of the fastest growing counties in the United States due to its proximity to the Atlantic Coast and to Savannah, Georgia. Bryan County is unique in that it is completely bisected by Fort Stewart and because of this, has County facilities in two locations. Bryan County's transportation infrastructure includes Interstates 95 and 16 that create easy access to the cities of Richmond Hill in the southern portion and Pembroke, the county seat, in the north. The most recent Bryan County population estimates are 50,000 people, but the Pembroke area will soon see rapid industrial expansion with the construction of the Hyundai Motor Group Metaplant America estimated to bring 8,500 jobs.

Five county district commissioners and a countywide Chairman are elected as Bryan County's governing authority to serve four-year terms. Bryan County's day-to-day operations are overseen by a County Administrator who is appointed by the Commission. The annual budget is \$260 million with 466 full and part time positions serving a county population of 50,000.

Bryan County Fire and Emergency Services operates as a combination department, staffed by 102 full-time Firefighters, EMTs, and Paramedics, along with a team of highly trained and professional volunteers. The department is lead by the Director of Fire and EMS, with 2 division chiefs and six battalion chiefs. We respond from ten stations to a variety of emergencies, including fires, medical calls, motor vehicle accidents, rescues, and hazardous materials incidents. In 2023, the department responded to 6,403 EMS calls and 2,786 fire calls, and we're on pace to handle a similar volume this year. Our firefighters are cross-trained as medical first responders, allowing them to provide critical care before an ambulance arrives. This integrated approach ensures that we deliver the highest level of service to the citizens and visitors of Bryan County.

BCFES also operates eight ambulances on each shift, strategically positioned on both the north and south ends of the county, each manned by certified Paramedics and EMTs equipped with state-of-the-art emergency medical equipment. Beyond responding to emergencies, Bryan County Emergency Services is committed to public education and health services, offering blood pressure and glucose screenings. Training is a fundamental part of our operations, with continuous programs at stations across both ends of the county. Through our "grow your own" initiative, we can develop and train new recruits directly in-house.



# Director Position Overview

This position is responsible for supervising the day-to-day activities of the County's Fire and Emergency Services Department for developing the long-term policies and goals. The position will also serve as Executive Fire Marshall and act as a liaison between local government, public safety agencies, local officials, and the community at large.

## Duties and Responsibilities Include:

- Plan, coordinate, supervise, and evaluate Fire and Emergency Services operations.
- Establish policies and procedures for Fire and Emergency Services Department to implement directives from the County Administrator and the Board of Commissioners.
- Plan and implements Fire and Emergency Services programs for the County in order to better carry out the policies and goals of the County; review departmental performance and effectiveness; formulate programs or policies to alleviate deficiencies.
- Supervises and coordinates the preparation and presentation of an annual budget for Fire and Emergency Services, directs the implementation of the department budgets, and plans for and reviews specifications for new or replaced equipment.
- Responsible for reviewing and inspecting commercial building plans, commercial subdivision plans, residential subdivision plans, and commercial water systems.
- Perform preliminary investigations and coordinate subsequent investigations with Georgia Fire Marshal's Office and local law enforcement.
- Develop and maintain a Hazardous Materials Management Plan for the County.
- Position will be responsible for fire prevention activities, open house events, and statistical reporting.
- Serve as a liaison between County Fire and Emergency Services Department, Municipal Fire Departments, E911, and law enforcement.
- Develop and maintain Standard Operating Guidelines and Procedures.
- Maintain and foster a good working relationship with volunteer firefighters and expand the volunteer program.



# Director Position Overview

## Duties and Responsibilities Cont'd:

- Act as ISO Manager.
- Act as NFPA Manager.
- Develop and manage County Fire Hazardous Materials Team, County Fire Dive Team for search, rescue, and evidence retrieval.
- Organize and promote cross-training of Fire and Emergency Services Department members.
- Develop and maintain the Fire and Emergency Services Department budget.
- Attend conferences and meetings to keep abreast of current trends in the field.
- Represent the Fire and Emergency Services Department in a variety of local, county, state and other meetings.



# The Ideal Candidate

Bryan County is seeking a seasoned leader to serve as its next Director of Fire and Emergency Services. The ideal candidate will bring a robust background in fire service leadership and public safety, with a demonstrated ability to guide a diverse team in delivering exceptional emergency response and fire prevention programs.

In this critical role, the Director will develop and implement strategic plans for fire suppression, emergency medical services, and disaster response. The successful candidate will manage departmental budgets, oversee training programs for firefighters and emergency personnel, and ensure compliance with all regulatory requirements. Building and maintaining strong relationships with local, state, and federal agencies, as well as clear communication with the public and County officials, will be key to success.

The Director will be responsible for leading response efforts during emergencies, providing clear and decisive leadership in high-pressure situations. Strong problem-solving skills and the ability to make quick, informed decisions are essential. Additionally, the Director will act as the primary spokesperson for the department, keeping the community informed and engaged.

This position demands a high level of commitment, requiring availability during all hours, including nights, weekends, and holidays, to ensure the safety and well-being of Bryan County residents.

## Minimum Qualifications

- Bachelor's degree from a four year college or university in fire sciences, public administration, business or public safety related field along with extensive experience in emergency services, including supervisory experience; or an equivalent combination of education and experience, which provides the required knowledge, skills and abilities required for the job.
- Minimum of five years of supervisory experience in firefighting and EMS.
- Pro Board, IFSAC or State Fire certification with considerable command experience in firefighting and fire prevention practices.
- Should possess an EMT Basic, Intermediate, or Advanced certification.
- National Registry of State Paramedic Certification preferred.
- Evidence of continued professional development such as the National Fire Academy's Executive Fire Officer Program designation as Chief Fire Officer/Executive Fire Officer, the Center for Public Safety Excellence (CPSE) designation as Chief Medical Officer (CMO) and completion of upper-level NIMS ICS training are positive indicators of dedication to the profession and will be noted during the candidate vetting process
- Applicant must possess a valid Driver's License and a satisfactory Motor Vehicle Record.



# Challenges and Opportunities

The Director of Fire and Emergency Services in Bryan County will face significant challenges and opportunities in a dynamic and rapidly growing community. One of the primary challenges is navigating the high-growth environment, which requires the Director to scale services effectively to meet the increasing demands of a growing population. This will involve strategic planning to ensure that resources, personnel, and infrastructure are capable of providing exceptional coverage and timely response in emergencies.

Additionally, the Director will be tasked with managing a growing department, which presents the challenge of building a cohesive team, updating standard operating procedures, and establishing a strong organizational culture from the ground up. The Director must also balance the needs of the community with limited resources, making strategic decisions about budget allocations, equipment acquisition, and staffing levels to maintain high standards of service without compromising safety or efficiency.

On the other hand, this role offers substantial opportunities. The Director will have the chance to shape the future of public safety in Bryan County, setting new benchmarks for excellence through the implementation of innovative practices. Leading an expanding department provides the opportunity to recruit, train, and mentor a diverse team of professionals, fostering a culture of teamwork, dedication, and continuous improvement.

The role also includes the opportunity to engage with the community, building strong relationships with local stakeholders, and enhancing public safety awareness and preparedness. Furthermore, the Director will have the chance to integrate cutting-edge tools and technologies into the department's operations, improving efficiency, response times, and overall safety outcomes. As the county continues to grow, the Director will play a crucial role in planning and developing the infrastructure needed to support future expansion, ensuring that the department is well-positioned to meet the evolving needs of Bryan County.



## **Compensation and Benefits**

Salary for this position will be established commensurate with experience and qualifications of the selected candidate.

Starting salary is expected to be in the range of \$125,000 - \$140,000.

Comprehensive benefits package including health, dental, life insurance, and retirement benefits.

Relocation expenses are negotiable.

## **How to Apply**

Interested applicants must submit by email a cover letter, resume, list of at least five job-related references with phone numbers and email addresses, as well as salary history no later than close of business on October 8th to

**Lisa Ward**  
**Senior Associate**  
**Mercer Group Associates**  
**[lisaward912@gmail.com](mailto:lisaward912@gmail.com)**

Please direct any questions to  
Lisa Ward at 706-983-9326.

## **Candidates**

The Mercer Group will begin the process of developing a short list of candidates for additional vetting after the closing of applications on October 8th.

Interviews will be conducted in early November.

Alan Reddish  
Senior Associate  
Mercer Group Associates  
706-614-4961



**MERCER GROUP ASSOCIATES**

